

**MEMORANDUM**

TO: Bruce Harrell, Chair  
Energy and Technology Committee

Tim Burgess, Chair  
Public Safety Committee

FROM: Peter Holmes, City Attorney  
Darby DuComb, Chief of Staff

SUBJECT: Law Department's Race and Social Justice Initiative

DATE: June 14, 2010

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We look forward to sharing the Law Department's Race and Social Justice Work Plan with the Energy and Technology Committee on Wednesday, June 16, 2010.

Despite our difficult financial environment and increasing customer and constituent needs, we are pleased that RSJI continues to be a priority, not only for the Mayor, but for City Council as well. Use of the RSJI filter and the Racial Equity Toolkit in making policy, program and budget decisions is more important than ever in our current environment. Eliminating race-based inequities in our city is difficult work, and requires a long-term commitment. Your shared commitment and support is critical to our success.

The Law Department has been working on RSJI since January 2010. Our accomplishments include:

- Race the Power of Illusion Training for All Staff
- Establishing a Race and Social Justice Change Team



The attached table describes our major accomplishments thus far in 2010, as well as some of our challenges. Because of limited time, we won't be able to cover this information in detail, but will highlight the following:

- Workforce Diversity/Barriers to Higher Education
- Establishing competitive contracting process & Expanding RFP process/ Law is highly specialized and we do not use that many outside contractors
- 364-day Policy
- SPD partnership on Possession of Marijuana, Driving While License Suspended in the Third Degree & Trespass cases
- City Attorney will attend the Community Roundtable as a featured speaker this month

We look forward to sharing our work, and strategizing with the Committee about how we can collectively work for racial equity.

Cc: Law Department Change Team

SOCR – Julie Nelson, Glenn Harris, Darlene Flynn